



ARIZONA

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Program Overview

In 1984, the Arizona Legislature approved legislation that allowed all school districts to apply for grant funding for a performance-based program for teachers. In 1985, the Arizona Career Ladder Program began as a five-year pilot program in 14 districts across the state. Five years later, at the end of the pilot program, the legislature deemed the Career Ladder Program “permanent” because participating districts demonstrated higher student achievement as compared to non-participating districts, and seven additional districts were included in the program. During the 1993–94 school year, the program expanded by adding seven more districts for a total of 28 participating districts.

The Career Ladder Program is a voluntary, performance-based initiative designed to advance teachers along the career continuum and simultaneously promote retention. While the state legislature instituted broad program criteria, the program also allows each district to develop a career ladder program based on its local context.

Regardless of local context, the state requires a teacher’s placement on the career ladder to be based on multiple performance measures, and more than one individual must participate in the placement decision. Prior to the commencement of each district’s program, the Arizona Legislature mandates that an appeal process be in place to challenge the placement decision if a teacher disagrees with his or her initial placement.

Four components determine advancement along the Career Ladder Program: student academic progress, increased teacher skills, increased teacher responsibility, and professional growth. Teacher evaluations must comply with state criteria and the use of state-approved procedures and tools.

Program Information

- [Arizona Career Ladder Program Information](#)
- [Program Components](#)
- [Provisions of the Arizona Career Ladder Law](#)
- [Participating Districts](#)



Select Articles and Reports

- *East Valley Tribune*. (March 12, 2008). [Gilbert schools support Career Ladder legislation.](#)
- *The San Pedro Valley News-Sun*. (February 12, 2008). [Sen. Tim Bee Submits Bill for Career Ladder Funds.](#)
- Dowling, J., Murphy, S.E., & Wang, B. (2007). [The Effects of the Career Ladder Program on Student Achievement.](#)
- Arizona State Legislature. [Career ladder program; requirements; optional component](#)